

ANNEX 2: EU-DERIVED RIGHTS IN THE ET

	Right	EU source	UK source
1	Paid time off for health and safety representatives	Directive 89/391/EEC	Health and Safety (Consultation with Employees) Regulations 1996
2	Written statement of terms and conditions	Directive 91/533/EEC	ERA 1996, Part I
3	Maternity rights – right to suitable alternative work or pay if suspended	Directive 92/85/EEC	ERA 1996, Part VII
4	Maternity/parental rights – maternity/parental leave	Directives 92/85/EEC and 2010/18/EC	ERA 1996, Part VI, VIII; Maternity and Parental Leave Regulations 1999
5	Maternity/parental rights – prohibition of detriment	Directives 92/85/EEC and 2010/18/EC	Maternity and Parental Leave Regulations 1999, reg 19; ERA 1996, Part V
6	Maternity/parental rights – unfair dismissal	Directive 92/85/EEC and 2010/18/EC	Maternity and Parental Leave Regulations 1999, reg 20; ERA 1996, Part X
7	Protection of young people at work	Directive 94/33/EC	WTR 1998
8	Part-time workers discrimination	Directive 97/81/EC	Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
9	Part-time workers – unfair dismissal	Directive 97/81/EC	Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000, reg 7; ERA 1996, Part X
10	Information and consultation on collective redundancies; enforcement of protective award	Directive 98/59/EC	TULR(C)A 1992, Part IV, Chapter II
11	Fixed-term workers discrimination	Directive 99/70/EC	Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002
12	Fixed-term workers – prevention of abuse (employee treated as permanent employee)	Directive 99/70/EC	Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2002, regs 8-9
13	Discrimination (etc) related to sex, race, disability, sexual orientation, religion or belief, and age	Articles 8, 10, and 157; Directives 2000/43/EC, 2000/78/EC, 2006/54/EC	EA 2010, Part 5
14	Equal pay	Articles 8, 10, and 157; Directive 2004/56/EC	EA 2010, Parts Part 5, Chapter 3

15	Transfer of undertaking – information and consultation	Directive 2001/23/EC	TUPE 2006
16	Transfer of undertaking – unfair dismissal	Directive 2001/23/EC	TUPE 2006, reg 7; ERA 1996, Part X
17	Information and consultation of employees in general – paid time off	Directive 2002/14/EC	Information and Consultation of Employees Regulations 2004
18	Information and consultation of employees – prohibition of detriment	Directive 2002/14/EC	Information and Consultation of Employees Regulations 2004; ERA, sections 48-49
19	Information and consultation of employees – unfair dismissal	Directive 2002/14/EC	Information and Consultation of Employees Regulations 2004; ERA, Part X
20	Working time – daily rest, weekly rest, rest breaks, paid annual leave	Directive 2003/88/EC	WTR 1998
21	Working time – prohibition of detriment	Directive 2003/88/EC	WTR 1998; ERA 1996, Part V
22	Protection in case of employer's insolvency (payments from Secretary of State)	Directive 2008/94/EC	ERA 1996, sections 166-170, Part XII
23	Agency workers discrimination	Directive 2008/104/EC	Agency Workers Regulations 2010
24	Agency workers – unfair dismissal	Directive 2008/104/EC	Agency Workers Regulations 2010, reg 17; ERA 1996, Part X